RELIGIOUS ACCOMMODATIONS

Overview

- Marine Corps policy on religion
- Elements of religious discrimination
- Religious practices
- Religious accommodations

Marine Corps Policy on Religious Accommodations

To approve religious practices when they will not have an adverse impact on readiness, unit cohesion, health, safety, discipline or otherwise interfere with the member's military duties

Religious Discrimination

Any action, intended or unintended, that unlawfully or unjustly results in unequal treatment of a person or groups based on religion and for which distinctions are not rational considerations

Elements of Religious Discrimination

- Discounting beliefs
- Religious jokes / slurs
- Compulsory services / ceremony
- Exclusionary prayer
- Stereotyping by religion
- Non-association
- Failure to provide services
- Lack of concern

Religious Practices

- Worship practices
- Dietary practices
- Medical practices
- Wear and appearance of uniform
- Personal grooming

Request for Accommodations

- Submitted through the Chaplain
- Considered and approved
- May require higher command approval

Commander's Considerations

- Importance of accommodating the individual
- Impact of similar request
- Alternatives
- Previous treatment of similar requests

Commander's Interim Measures

- **Excuse member from duties that conflict**
- **Alternative duties that do not conflict**
- **Grant accommodation temporarily**

Commander's Requirements

- **Approve request**
- **Disapprove and forward thru the chain**
- **Disapproved requests should contain specific reasons why**

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